

COMMUNICATION FROM THE CHAIR, PERSONNEL AND ANIMAL WELFARE COMMITTEE relative to expanding the list of Targeted Local Hire (TLH) Program classifications.

Recommendation for Council action:

NOTE and FILE the October 25, 2019 Personnel Department report relative to expanding the list of TLH Program classifications.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On November 6, 2019, the Committee Chair considered an October 25, 2019 Personnel Department report in response to Adopted Budget Recommendation relative to expanding the list of TLH Program classifications. According to the Personnel Department, in September 2019 it has added the following classifications to the Program:

1. Warehouse and Toolroom Worker (1832)
2. Street Services Worker (4150)
3. Delivery Driver (1121)
4. Animal License Canvasser (4330)

Program documents and the TLH website were revised for the launch of these four new classes. CAO set salaries. Current TLH candidates were provided a 2-week opportunity to opt-in and 1,127 candidates responded. Departments reported their current vacancies and anticipated vacancies in the next two years. There are currently 44 vacancies and 47 anticipated vacancies in the next two years in these four classifications.

The Personnel Department is committed to continuing to examine other classifications in order to determine whether or not their requirements and qualifications match the parameters of the TLH Program. As stated in Council File No. 18-0600-S53, individuals in the program's nine targeted categories face a number of different barriers not only to employment, but also to educational opportunities and overall stability. Therefore, any classifications added to the program must recognize these barriers and be suitable for the most disadvantaged of our applicant pool. Job classifications with the potential to be added to the program must not require any education or skills prior to hire in the program. Additionally, program classifications must allow for one year in the program, including six months as a trainee and six months in a probationary class as an assistant, as designed by the TLH Program Working Group, before they transition to the designated classification. The model used by the TLH Program is intended for entry level City jobs that require minimal or no previous work experience or education. After consideration and having provided an opportunity for public comment, the Committee Chair moved to note and file the Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER VOTE

KORETZ: YES

LEE: ABSENT

PRICE: ABSENT

ARL

11/6/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-